

Compensation Plan FAQ

How many factors are there and what are they?

There are four factors: (1) Evaluation, (2) Education & Experience, (3) Academic Needs of Students, and (4) Leadership.

Do I have to use all four factors in my plan?

No, but you must use at least two of the four factors.

Is there a percentage cap on any of the factors?

Yes. The “Education & Experience” factor cannot have a value greater than 33.00%. (“Rounding down” from greater than 33.00% is not permitted.)

Can we create our own factors?

No. The four factors are: (1) Evaluation, (2) Education & Experience, (3) Academic Needs of Students, and (4) Leadership. However, the parties define the factors (see below).

What are the definitions of “Academic Needs of Students” and “Leadership”?

The statute does not define “Academic Needs of Students” or “Leadership.” These definitions are bargained by the parties. However, the definitions cannot include items that are not allowed to be bargained (e.g., education and experience has a 33% cap, even if part of the definition of another factor).

Example: A compensation plan defines “Academic Needs of Students” as a master’s degree and is worth 20%. If the plan also includes the “Education & Experience” factor, the value of that factor cannot exceed 13%.

Are teachers evaluated as Ineffective or Needs Improvement eligible for increases under the compensation plan?

No. Teachers rated Ineffective or Needs Improvement do not enter the compensation plan.

If a teacher is rated Ineffective or Needs Improvement one year and Effective or Highly Effective the following year, is that teacher eligible to receive back compensation for that year s/he was Ineffective or Needs Improvement?

No.

Can we give an across-the-board increase?

No. All bargained increases must go through the compensation plan which determines who may receive an increase.

Does the compensation plan need to have a specific format?

No. The compensation plan must be compliant with Indiana Code § 20-28-9-1.5 and all other relevant laws and rules.

Does IEERB recommend a particular compensation plan?

No. The compensation plan must be compliant with Indiana Code § 20-28-9-1.5 and all other relevant laws and rules.

How do performance awards (stipends and increases pursuant to IC § 20-43-10-3) and supplemental payments for master's degrees (pursuant to IC § 20-28-9-1.5(a)) fit into the compensation plan?

They may not be part of the compensation plan as they are no longer bargained.

What is a salary range and is it part of the compensation plan?

A salary range includes the lowest and highest base salary made by a full-time bargaining unit member. Salaries are all subject to increases pursuant to the compensation plan. And yes, the salary range must be included in the compensation plan.

Example: The salary range is \$40,000 - \$80,000 (plus any increases pursuant to this compensation plan and any non-bargained increases).

Where can I get more information about compensation plans?

- Indiana Code § 20-28-9-1.5 www.in.gov/ieerb/2334.htm
- Model compensation plan <http://www.in.gov/ieerb/2411.htm>
- Current compensation plans available through Gateway at https://gateway.ifionline.org/report_builder/Default2.aspx?rptType=collBargain&rptVer=a
- Current and former compensation plans, available through IEERB Search at <http://www.in.gov/ieerb/2406.htm>